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The 1968 report of the Nassau County Vocational Center for Women presents the Center's role in providing educational and vocational information and specific referrals to women returning to occupations outside their homes. An analysis is made of the women who enter the labor market and is related to the women now in Nassau County and to the jobs which will be available over the next six years. Further attention goes to descriptions of the: (1) women who visit the center; (2) library and its contents; (3) information and referral services with the latter including colleges, universities, vocational schools, public and private employment agencies, career workshops, testing programs, and placement in county government; (4) in-depth counseling and testing; (5) special programs, events, and speaking engagements; and (6) cooperation with other community agencies. An attempt is also made to assess the future role of the center. The appendixes supply the following: female labor participation according to age groups (1966-68); the annual statistical report (1968); and the occupational information available at the center. (nl)

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U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

*From the desk of*

MARY T. EGGINTON

February, 1969

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Dear Colleagues,

I am pleased to send you a copy of the Center's annual report to the County Executive for the year 1968. We are rather proud of our past accomplishments and look forward to expanding our services in the future.

Mary T. Egginton
Director

enclosures
MTE/McG

AC003968

# NASSAU COUNTY VOCATIONAL CENTER FOR WOMEN

## SECOND ANNUAL REPORT

JANUARY 1969

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NASSAU COUNTY

COUNTY EXECUTIVE BLDG., MINEOLA, N.Y. 11501

Eugene H. Nickerson, Nassau County Executive
Mrs. Doris Silberstein, Director
Mrs. Mary T. Egginton, Director

February 14, 1969

The Honorable Eugene H. Nickerson
County Executive
County Executive Building
Mineola, New York 11501

Dear Mr. Nickerson:

The Nassau County Vocational Center for Women takes pleasure in submitting its second annual report for the year 1968 which is considerably more detailed than the previous one.

We are happy that there is so much to tell! 1968 was a year in which the Center further established itself in its central role of providing educational and vocational information and specific referrals to women returning to occupations outside their homes. We also discovered that we serve as a most effective catalytic agent among many agencies and institutions concerned with education, counseling and reemployment of adults.

In 1969 we are looking forward to further involvement in the outreach poverty programs in the Nassau County area.

May I take this opportunity to thank you once again for your continued support in what I believe to be an increasingly effective service to our community.

Sincerely,

Mary T. Egginton

Mary T. Egginton, Director
Vocational Center for Women

MTE/McG
enclosure

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I - INTRODUCTION. "What is a Woman?"

"The restlessness of American women is part of the restlessness of people everywhere, with so many emerging opportunities and new choices" says Dr. Margaret Mead in the University of California film "What is a Woman?" and she adds "Choice is the hardest thing to live with . . . . until you have no choice". It is to help women of Nassau County to make these choices effective for themselves and for their community that the Vocational Center for Women was instituted in 1966 by County Executive Eugene H. Nickerson.

The changing roles of women in the U.S. today is evidenced by some startling statistics. The average woman marries earlier (approximately half by the age of twenty) and has her last child at age 26.1. Her educational attainments increased dramatically since the turn of the century - the number of high school graduates increased from 7% of girls 17 years of age in 1900 to 74% in 1965; college graduates from 1% of women 21 years of age to 16% in 1965. Because of early marriage and increased amount of schooling, young women are filling fewer of the job slots available to them and the gap is being filled by the woman who has raised her family to a degree and is seeking to return to work immediately or via further education. Today women make up more than one-third of the national work force and the greatest increase in this total has been accounted for by the older woman. According to Sylvia Porter of the

New York Post "had it not been for the influx of mature married women into jobs in the fifties our economy would not have grown as it has". To illustrate this dramatic shift in the nature of the female work force, in 1928 the average working woman was 28 and single, today she is 41, married and growing older by the minute. In Nassau County in 1966 the largest percentage of the female labor force 46.5 are in the ages between 45 and 54.

And so mother is returning to work but she is encountering many difficulties in the process. At the Nassau County Center, the typical client is in her early forties, has worked previously but not for 10 to 20 years. In other words she's rusty and she's scared. What she is not always aware of at least does not appreciate is that she has done a lot of growing in her years at home. Unless making money is a primary and immediate need, she is often unwilling to return to the work she did prior to her marriage. She seeks "challenging work with people". But despite her maturity, her potential and her high degree of motivation she is probably not immediately employable at least at the level of her intrinsic competence. Since she will probably remain at work from now until retirement - possibly thirty years later - she must be urged to make the most of her competence, and not accept or seek "Just a job for job's sake". Therefore,

complete information on training, retraining and education at all levels and a super salesman's skill is essential to the counselor of mature women.

It may be asked why very badly needed volunteer work has not answered the needs of the productively restless woman who does not "need the money". There are two basic reasons for this. By and large voluntary occupations are not sufficiently well organized, challenging or productive to fulfill the needs of the capable woman. The second reason is that even to the affluent there is status attached to "earning a buck". If adjustments and sometimes sacrifices are involved in the homemaker's being out of the home physically and spiritually for at least part of her time, she wants to contribute something to it in return even though it be a touch of mink to hang in her own closet. The only way that voluntary work can be "sold" to most women seeking change in meaningful work outside her home is as a means to the end - paid employment.

Many of the women who visit the Center not only are not immediately employable but they have no firm idea of what they want or are fitted to do. These women need more than the vocational or educational information readily available at the Center. Here the distinction between the giving of specific

occupational advice and in-depth vocational-educational counseling must be made. "There is much ferment in the counseling field today" according to Dr. Esther Westervelt, Director of the Rockland County Guidance Center for Women and adjunct professor at Columbia University. The ever-increasing need for this kind of counseling for adults particularly in poverty situations has led to the de-professionalization of the counselor. However, the very nature of counseling as defined by the professional "the process through which a professionally trained counselor helps an individual, through conversation with him, to arrive at a better understanding of himself and of his situation in a direction appropriate for the individual being counseled,"* implies professional training though the amount and degree may be flexible. In all probability a team approach with non-professionals under direct professional supervision will best answer the problem.

At the Center women who fall distinctly into this category are referred to a professional guidance person on the staff for preferential testing and in-depth counseling. However, a certain amount of "counseling" takes place during a majority

* Annual Report. Rockland County Guidance Center for Women.

of the interviews conducted at the Center as we explore directions the client may wish to take.

In conclusion, if young women fortunate enough to have education available to them, prepare themselves happily and creatively for a continuing career (9 out of 10 will work approximately 25 years of their lives), if they will utilize the extra hours technology has given them during their home centered years to this end of continuing and increasing their career-centered education, instead of "climbing the walls" in lonely desperation, the Vocational Center and other rehabilitation agencies can turn their expertise to other pressing needs of our society. This kind of guidance for young women in a changing society is a challenge to parents, educators and the community as a whole.

II - Who are the Women of Nassau County?

Until the 1970 census is completed, the demographic statistics on "Women and Work in Nassau County" in the "Report of the County Executive's Committee on the Education and Employment of Women" published in April 1966 still stand. However, interim

studies indicate that trends noted at that time continue. (See Appendix A for Female labor participation according to age groups 1966 and 1968). In comparing the 1966 and 1968 charts it will be noted that while the curve remains the same the participation rate for all age groups has increased dramatically. According to the N.Y.State Department of Labor the participation rate of women in the labor force in Nassau and Suffolk Counties in 1975 will be 41.7% with the most dramatic increase among women aged 45 or over. Interestingly 20% of employed women work part time in Nassau-Suffolk as compared to a little over 10% in the state. According to Nassau County Department of Commerce & Industry, opportunities, particularly in the clerical field, will double by 1975, and there is a trend towards increasing salary ranges for qualified returnees.

The Center will be most interested to determine whether the approximate number of 226,000 women in Nassau County between the ages of 25 and 65 who are <u>not</u> employed has materially decreased since 1966.

III - Who are the Women who visit the Center?

No conclusive demographic statistics are available but informal checks indicate that the typical visitor is in her early forties, has two or more children in school, in a median income bracket, has worked before but not for 10 to 20 years, has a high school education plus and drives a car.

IV - What is the Vocational Center for Women Today?

The Vocational Center for Women continues to function as an official agency of County government dedicated to assisting women who want to return to work after a prolonged period of absence. Since September 19, 1966 when it opened its doors to the public 1488 individuals have been interviewed individually by appointment providing 4741 specific referrals and, including public programs and speaking engagements, 7407 women have been reached.

During the calendar year 1968 the Center conducted 485 information and referral interviews, in addition to 157 in-depth counseling and testing, and three out-reach sessions with 56 clients making a total of 698. There were 67 telephone interviews conducted and 3594 women were reached through public programs and speaking engagements. The waiting list as of January numbers 151.

See Appendices B and C for December 1968 report and 1968 cumulative report.

A total of 907 appointments were set up during 1968 indicating that 209 or approximately 22% were cancelled or failed to appear. One of the reasons for this high rate of attrition is the necessity of maintaining long waiting lists during peak periods. Since the staff of the Center is the same the year around (except during summer vacation period July 15-August 15 when we are closed to the public) this situation seems to be unavoidable. When clients can be given an immediate appointment upon request the attrition drops sharply.

In performing its overall function, the Center 1) maintains a library containing more than 400 individual resources, 2) interviews clients on an individual basis by appointment for educational and occupational information and referral, 3) provides in-depth vocational counseling and testing as needed, 4) promotes programs and events of interest to women seeking occupational guidance and information, 5) cooperates with and provides consultive services to other agencies concerned with the occupational problems of the entire community.

1. The Library

During the six months before the Center was opened to the public its first Director developed an occupational information file in excess of 200 resources. This file or library has been kept up to date by the Associate Director, since her appointment in April of 1967. Since the number of resources has almost doubled, the library was reorganized in the fall of 1968 with the advice of Mrs. Muriel Javelin, Adult Services Consultant of the Nassau Library System, and the help of several members of the Center's Volunteer Council. The library includes material to be used by the counselors, a client's browsing collection in the reception area, a large amount of give-away material and a collection of books, pamphlets, periodicals concerned with women which can be taken out on loan.

See Appendix D for an outline of the kind of information available in the Center's Occupational Library.

In maintaining the occupational library, the staff of the Center spends approximately one day a week interviewing in the field. These visits include county, state and federal agencies, private social service agencies, public and private employment agencies, employer groups, appropriate representatives from colleges, universities and accredited private business and vocational schools.

These visits supply us with knowledge of the physical facilities and the personnel to whom our clients will be referred. The addition of the Sylvia R. Kaplan Memorial Library will be discussed in a later section.

2. Information and Referral Services

As the Center's resources and counseling expertise have grown, the interviews indicated as "information and referral" have increased in length from 15 minutes to anywhere from 30 minutes to an hour and, consequently, in overall effectiveness. This judgment is based on informal follow-ups that show that definite changes for the better have taken place in many of our clients' situations. Although the number of referrals per client did not increase they were more carefully thought out and researched.

The referrals included colleges and universities, vocational schools, public and private employment agencies, career workshops, testing programs and placement in county government. In addition, general information was provided on college, vocational and counseling programs outside the immediate area, county, state and federal civil service examinations and opportunities, and labor market trends.

Clients are provided with cards of introduction to specific individuals wherever possible.

3. In-depth Counseling and Testing

The guidance counselor utilizes an eclectic approach, directive when immediate employment or informational services are requested, non-directive when it would be most beneficial to the client.

On a half-time basis since January 6, 1968, she has counseled approximately 150 women. Although counseling psychology has tended to borrow from psychotherapy the tradition of the 50 minute hour, this length of time is not necessarily appropriate in all instances. If a decision has been reached, the next step is action upon it. An "open door" policy through which clients are made to feel comfortable in coming back at some future time should an immediate decision be inappropriate, is maintained. Very often, telephone calls take the place of counseling sessions, especially when clients are reporting the results of explorations, or a counselor has information to share with the client.

In-depth counseling, the process by which, through insight and rapport, the individual is helped to arrive at a better understanding of herself, her needs and of her situation in order to reach a decision leading to change or action, is offered to those women who need further help.

The educational and vocational counselor's responsibility is to help the client, whenever possible, to reach a realistic and

acceptable decision. Many of the women, through the in-depth counseling sessions have embarked on programs of education; some with short goals in mind, such as high school equivalency or a training program; others to fulfill their interrupted education of many years ago, or complete certification requirements or graduate degrees. It is important to note that these women who have been seen by the Center are on their way through re-orientation to self-utilization, self-actualization and, in all possibility, to being a better, contributing member of society.

To further aid in the client's self-appraisal, a testing program was selected. The Center uses the Strong Vocational Interest Blank, designed, in this case, specifically for women who need additional direction and insight into the types of vocations they might do well in and enjoy. The results of the Strong are interpreted individually.

Since March, 1968, when the Strong was first initiated at the Center 79 vocational interest blanks have been administered. As of December 10, 1968, 75 of these results have been interpreted to the clients. Of these women tested, there was an initial counseling session, a session devoted to administering the test, and a session devoted to interpretation. Thus the women who needed the interest inventory, were seen at least twice and often as many as five. Statistically, 55% of the women were seen more than one time; 12% as many as three to five times.

If outcomes, as indicated by case records and some feedback are valid criteria, the counseling service achieved its goals in a majority of cases. Due to limitations of time and staff, a follow-up program is at this time, only in the design stage.

In addition to individual sessions of guidance and counseling, a program of group guidance and counseling has been set up at the Center. It appears that such groups are helpful to individual members and promote broader understanding of the counseling program. It is conceivable that many more women may be seen and helped in this fashion.

The guidance counselor also participated in the County's Sensitivity Program given this summer at Hofstra University, in preparation of the Center's counseling services at the Multi-Service Centers in Roosevelt and Glen Cove. A total new concept of guidance and counseling is utilized in this area. Because the clients are economically and possibly educationally disadvantaged, a more active intervention policy by the counselor may be required. Intervention may take the form of a telephone call to an admissions officer (or even a visit to the admissions office with the client), a conversation with an instructor or employer, and, very often setting up scholarships, funds and initiating programs at local schools. Actually, this type of counseling is more than directive. . . . . it is one of active involvement!

Most individuals from poverty stricken ghetto areas, and some women who have long been in the home or suffer some special handicap, lack both the confidence and the sophistication necessary to make an initial approach to an educational institution or to a job situation. It is important for a counselor to understand the people of poverty and utilize her [illegible] indi-vidual trained to help others further their vocational and educational growth. Such understanding will lead to active assistance and create a feeling of acceptance on the part of the client.

Our goal is client-centered; we are concerned with fulfilling the needs of the people we serve. In line with this concept, recent research has indicated that the para-professional, particularly in ghetto communities has a valid contribution to make in the process of counseling. Over professionalization of counseling services are being examined. Utilization of lay people with a knowledge of their clients, under the supervision of a trained professional is a new and needed team approach. This approach results in more people being seen, and the development of a program increased in scope and flexibility.

With this in mind, the Center will add to its counseling staff, a community relations assistant who has worked with Economic Opportunity services in the County. Some of her responsibilities may be liaison with groups and individuals, rendering active

assistance to individuals needing information and referral; gathering and disseminating educational and vocational information and setting up in-depth appointments and testing sessions for the guidance counselor.

4. Special Programs, Events and Speaking Engagements

In promoting and publicizing the services to the community offered by the Center, as well as spreading them as widely as possible, the Center has sponsored and cooperated in sponsoring a variety of public programs and events.

As the outcome of plans made by a committee representing the Center, Adelphi and Hofstra Universities, the American Society of Training and Development, the Long Island Association and the Long Island Review, a program was presented at the L.I.A. weekly breakfast meeting on March 26 on the subject of the part-time employment of women. A great deal of misunderstanding and resistance on the part of employers was uncovered and much needs to be done with individual representatives from business and industry in this area.

The Center was represented on the planning committee and the program of the outstandingly successful Vocational Advisory Seminar held at Nassau Community College in the Spring of 1968.

Also during the spring in cooperation with the newly formed Adult Long Island Vocational and Educational (ALIVE) Counseling System, two "Educational Expos '68" were conducted at Macy's Roosevelt Field on Saturday April 27 and Macy's Huntington Monday evening April 29. The two programs were attended by approximately 700 adults, about half men and half women seeking guidance in educational programs ranging from basic education to graduate programs. The response to a questionnaire sent to those who registered was most gratifying in terms of number who responded (approximately 20%) and in expressions of needs fulfilled through the program.

Organization of Career Day 1968 which took place on October 16 began in May with a meeting of the planning committee. This committee was formed to coordinate the services offered by the various agency groups at the event. It consisted of representatives from education and training, county agencies, other social service agencies, volunteer groups and business and industry. The committee met three times and then each member met with the participants from their area just prior to Career Day. The result was a much better organized conference than the first one held in 1967. It was estimated that over 1000 women attended and a questionnaire has been sent to those who actually registered (a smaller number) for evaluative purposes and future planning.

On October 2, a thirteen week radio series "Careers Calling" was started on Station WHLI. These panel programs were moderated by members of the Center staff and guests interviewed included representatives from career workshops, adult education programs, colleges and universities, business schools, public and private employment agencies, and departments of local government.

As a follow up of Career Day in cooperation with Nassau County Extension Services Association, a two part series of career workshops were presented for extension members. These sessions were attended by about 150 extremely interested and well motivated women.

The Center's staff completed 55 speaking engagements and public programs through the Long Island area in 1968. (See Appendix E for listing).

5. Cooperation with other community agencies.

The Director of the Center is a member of the board and officer of two community agencies - the Adult Long Island Vocational & Educational Counseling System (ALIVE) and College Fellowships for Mature Adults (CFMA), and was active in the planning phases of both organizations.

ALIVE which is a pilot project funded under Title I of the Higher Education Act of 1965 came to be as the result of a series of

working conferences of representatives from most agencies and institutions involved in adult education and counseling in the Long Island area. Among its first year projects ALIVE will sponsor a conference on compensatory higher education for adults and the Director of the Center is chairman of the planning committee for this innovative and important event to which 16 institutions in the area are sending delegations. In addition, the Director is chairman of the ALIVE counseling committee which plans to set up a pilot counseling project on a contributed-time basis in one of the most needful poverty target areas.

The goal of CFMA, a community sponsored project in North Hempstead, is to assist adults, who would otherwise be barred by virtue of socio economic factors to attend college. This they plan to do by persuading the colleges to establish relevant admissions standards, curricula, supportive services and scholarship aid for such adults, recruiting "fellow"s from disadvantaged areas, providing living fellowships, supportive services in terms of counseling, tutoring homework clinics for their recruits. CFMA has been incorporated and is in a position to accept tax-free donations. Some money has already been raised to finance a pilot group of students that began college work in four local institutions. The Director serves as assistant vice president and consultant on college admissions and curricular affairs.

With the County government, the Director has served on the Manpower Committee which was originally responsible for the planning of the multi-service centers in Glen Cove and Roosevelt and will serve on the manpower committees of these centers. She has attended meetings of the Advisory Council of the Office for the Aging to discuss job development and placement programs, conferred with personnel from the Planning Commission on county manpower problems and worked with the Director of Volunteers and the Director of Personnel in the Department of Social Services on recruitment matters. She has also attended county and EOC meetings on the New Careers concept, and a health manpower consortium conference.

She is a member of the Nassau County Association of Public School Educators, the Long Island Personnel and Guidance and the Vocational Guidance Interest Group and has served as panel member on their programs. She is also a member of Cooperative Areawide Manpower Planning System (CAMPS) and worked with their membership in recruiting women from poverty areas to attend Career Day at Macy's. She works closely with the home economists from the Nassau County Extension Services Association in reaching their more than 4,000 members many of whom are becoming increasingly career-minded..

An association of great mutual benefit has been established between the Center and the Adult Services Consultant of the Nassau Library System. As a result of this association an excellent bibliography

for the would-be returner was published, the Center's Library was reorganized, and several career programs in member libraries are planned for the coming year.

The Center was honored to be chosen as the recipient of the late Sylvia R. Kaplan's collection of books on women and work. Mrs. Kaplan was Assistant Dean of the Evening College at State University of New York at Farmingdale and a pioneer in special programs for women. A memorial library in her name will be dedicated at the Center early in January of 1969 under the chairmanship of the Center's Associate Director. The staff of the Center also cooperated with Mrs. Kaplan and her staff in the publishing of the Educational Programs Information Center EPIC directory of educational programs for women on Long Island, prior to and immediately after her death last June.

The Center has been visited by representatives from various organizations interested in this kind of program. These organizations include City College of New York, Cornell University's Home Economics Program, Career Resources Foundation, New York City, Womens Center for Occupational and Educational Development, New York City, Suffolk County residents (hoping to establish a center similar to ours) and Economic Opportunity Commission, New York State.

In addition to regular job development and information-gathering field work, the Center's staff has in turn visited many related agencies in pursuit of knowledge, wisdom and encouragement. These included Health & Welfare Council meetings, Human Resources Development Programs, Meadowbrook Hospital Women's Auxiliary meetings, Board of Cooperative Educational Services, The Education Council, Skills Achievement Institute, the Nassau Community College COPE programs, and Long Island Educational Television Council in Nassau County; the Women's Alumnae Advisory, United States and New York State, Civil Service Commissions in New York City; Creedmoor Hospital in Queens; New York University and Sarah Lawrence Community Centers in Westchester and conferences on careers for adult women at Fashion Institute of Technology, the Education and Employment of Adults at Rockland Community College, Womens Unit Conference on employment of women in New York State.

The Center conducts periodic meetings of its Higher Education Committee for exchange and updating of educational information. The Volunteer Council meets periodically to develop plans for a job development program in business and industry in cooperation with the Office for the Aging and the Program for the Handicapped in the County Department of Labor. This program is under the direction of a volunteer educational consultant from the Business Administration Department of Nassau Community College.

V - The Future

The core activity of the Center - providing vocational-educational information and a limited amount of in-depth counseling and testing at the Center - will probably continue at its present level. The procedures for updating information informing the public and record maintenance are well established and the Center is becoming well known.

When staff and time allow some follow up studies should be made and forms for better demographic information on the clientele devised.

A quarterly newsletter would provide a useful bridge between the Center, its clientele, the public and potential employers. This is still in the planning stage. As an additional public service the Center is contemplating further radio programs and to serve at least on a consultive basis to LIETV as it develops its own public service programs next year.

However, the Center's chief emphasis in development for the coming year will be on outreach programs for women in the poverty target areas. A new member, community relations assistant, will join the staff in January to work as a liaison between the Center and existing outreach manpower programs, and to develop such programs where they do not exist. The informational services

of the Center will be available to her and she will work with the Center's guidance counselor under the immediate supervision of the Director.

The Director hopes to develop more training, educational and guidance programs for disadvantaged women in cooperation with existing educational institutions and agencies. Some steps have been taken in this direction with the ALIVE Counseling System, CFMA, the County Manpower Committee, Health Manpower Consortium, Homemaker and Community Aide, and Day Care Center programs and Nassau Community College. There is also some indications from the State Education Department and the U.S. Office of Education that guidelines for aide and assistant level training programs in school centered occupations are being developed. The results in the past year have been intangible but it is hoped that some positive achievements can be had in the year to come.

VI - Acknowledgements

The Center wishes to thank all Nassau County government for helping the Vocational Center for Women to increase its usefulness to the Community.

Our special gratitude goes to County Executive Eugene H. Nickerson for his continued inspiration and support, Deputy County Executives Daniel T. Sweeney, James E. Truex, and Alfred E. Moon for their

splendid cooperation, and to Commissioner George Waters, Jr. of Office of Administrative Services and Director Edward J. Odom, of Bureau of Career Planning & Development with which the Center is immediately affiliated.

However, as this report bears testimony, the Center is a product of cooperation on the part of the whole community and for this we are ever grateful.

Respectfully submitted,

Mary T. Egginton

January 1969
MTE/McG

## VII - The Center Staff *

Mary T. Egginton, Director

Ruth B. Harnett, Associate Director

Dolores Ehrlich, Counselor

Betty Ann Wheeler, Community Assistant (as of 1/21/69)

Anne M. McGuinness, Executive Secretary

To be appointed - Clerk-Stenographer

* Descriptive rather than official Civil Service titles are used throughout this report.

## VIII - APPENDICES

A - Female Labor Participation According to Age Groups 1966-1968 (2 charts)

B - Statistical Report - December, 1968

C - Annual Statistical Report - 1968

D - Occupational Information Available at the Center

E - List of Speaking Engagements

MTE/McG
January, 1969

## APPENDIX A

### NASSAU COUNTY LABOR FORCE
### PARTICIPATION OF FEMALES BY AGE GROUP

### 1966

| AGE | TOTAL | IN LABOR FORCE | PERCENT |
|---|---|---|---|
| 14-19 | 52,699 | 12,048 | 22.9 |
| 20-24 | 26,420 | 14,480 | 54.8 |
| 25-29 | 36,183 | 9,891 | 27.3 |
| 30-34 | 56,348 | 12,756 | 22.6 |
| 35-39 | 63,410 | 17,810 | 28.1 |
| 40-44 | 54,770 | 20,240 | 37.0 |
| 45-49 | 43,059 | 18,683 | 43.4 |
| 50-54 | 33,388 | 14,572 | 43.6 |
| 55-59 | 26,588 | 9,708 | 36.5 |
| 60-64 | 22,276 | 6,096 | 27.4 |
| 65-69 | 18,442 | 2,967 | 16.1 |
| 70-74 | 13,692 | 1,097 | 8.0 |
| 75-79 | 7,982 | 361 | 4.5 |
| 80-84 | 4,000 | 121 | 3.0 |
| 85 & over | 2,228 | 25 | 1.1 |
| | 461,485 | 140,855 | 30.5 |

Information supplied by the New York State Department of Labor.

APPENDIX A

NASSAU COUNTY LABOR FORCE
PARTICIPATION OF FEMALES BY AGE GROUP

APRIL, 1968

| AGE | TOTAL | IN LABOR FORCE | PERCENT |
|---|---|---|---|
| 15-19 | 73,600 | 24,950 | 33.9 |
| 20-24 | 55,200 | 31,500 | 57.1 |
| 25-29 | 34,100 | 10,200 | 30.0 |
| 30-34 | 31,400 | 9,400 | 30.0 |
| 35-39 | 49,800 | 20,100 | 40.3 |
| 40-44 | 57,400 | 23,100 | 40.3 |
| 45-49 | 57,600 | 31,400 | 54.6 |
| 50-54 | 47,300 | 25,800 | 54.6 |
| 55-59 | 35,600 | 15,400 | 43.2 |
| 60-64 | 27,200 | 11,750 | 43.2 |
| 65-69 | 21,300 | 2,200 | 10.4 |
| 70 and over | 37,800 | 3,900 | 10.4 |
| | 528,200 | 209,700 | 39.7 |

Total population - Female 731,500

Information supplied by the New York State Department of Labor.

# SERVICES OF NASSAU COUNTY VOCATIONAL CENTER FOR WOMEN

APPENDIX B

MONTH OF DECEMBER, 1968

| Date | CLIENTS SERVED BY: Office Inter. | Tele. | Letter | Speaking Engagements and Public Programs | Attendance | Total Clients Served | REFERRED TO: Colleges | Vocational Schools | Emp. Agen. | Place. County Other | Total Referrals |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 12/2 | 4 | | | | | 4 | 2 | 3 | 3 | 2 | 10 |
| 12/3 | 5 | | | | | 5 | 2 | 3 | 7 | 4 | 16 |
| 12/5 | 3 | | 1 | | | 4 | 2 | 1 | 4 | 5 | 12 |
| 12/6 | 4 | 1 | | | | 5 | 6 | | 3 | 6 | 15 |
| 12/9 | 4 | | 1 | | | 5 | 2 | | 2 | 6 | 10 |
| 12/10 | 3 | | | | | 3 | 4 | | 5 | 3 | 12 |
| 12/12 | 3 | | | | | 3 | 2 | 2 | 12 | | 16 |
| 12/16 | | | | "Gateway to Careers" State Univ.N.Y.Farmingdale | 30 | 30 | | | | | |
| 12/17 | 3 | 1 | | | | 4 | 4 | 3 | | 3 | 10 |
| 12/19 | 1 | 5 | | | | 6 | | 2 | 3 | 7 | 12 |
| 12/20 | 1 | 3 | | | | 4 | | 2 | 6 | 3 | 11 |
| 12/26 | | | 1 | | | 1 | 2 | 1 | | | 3 |
| 12/30 | 2 | | | | | 2 | | 4 | 2 | 4 | 10 |
| | 33 | 10 | 3 | | 30 | 76 | 26 | 21 | 47 | 43 | 137 |

Total referrals since Sept. 19, 1966 = 4741
Total clients served since Sept. 19, 1966 = 1488
Total persons reached since Sept. 19, 1966
(office plus speaking engagements) = 7407
In-depth counseling since 1/23/68 = 157

SERVICES OF NASSAU COUNTY VOCATIONAL CENTER FOR WOMEN

APPENDIX C

YEAR OF 1968

| | CLIENTS SERVED BY: | | | | | | REFERRED TO: | | | | | |
|---|---|---|---|---|---|---|---|---|---|---|---|---|
| te | Office Inter. | Tele. | Letter | Speaking Engagements (Name of Organization) | Atten-dance | Total Clients Served | Colleges | Voca-tional Schools | Emp. Agen. | Career Counsel Centers | Place. County Other | Total Referra |
| an. | 74 | 5 | | | 125 | 204 | 73 | 86 | 75 | 18 | 78 | 330 |
| eb. | 33 | 5 | | | 199 | 237 | 22 | 19 | 54 | 5 | 51 | 151 |
| ar. | 38 | 4 | | | 526 | 568 | 34 | 26 | 81 | 7 | 59 | 207 |
| pr. | 43 | 6 | | | 490 | 539 | 54 | 21 | 43 | 21 | 36 | 175 |
| ay | 39 | 4 | | | 96 | 139 | 38 | 25 | 63 | 5 | 33 | 164 |
| une | 55 | | | | 30 | 85 | 72 | 32 | 55 | 2 | 38 | 199 |
| uly | 9 | 1 | | | 61 | 71 | 9 | 6 | 11 | | 9 | 35 |
| ug. | 22 | 7 | | | 40 | 69 | 25 | 22 | 37 | 3 | 27 | 114 |
| ept. | 25 | 4 | | | 178 | 207 | 15 | 14 | 57 | 4 | 44 | 134 |
| ct. | 24 | 14 | | | 1252 | 1290 | 25 | 43 | 20 | 2 | 33 | 123 |
| ov. | 28 | 7 | 2 | | 567 | 604 | 34 | 15 | 54 | 1 | 35 | 139 |
| ec. | 33 | 10 | 3 | | 30 | 76 | 26 | 21 | 47 | | 43 | 137 |
| | 423 | 67 | 5 | | 3594 | 4089 | 427 | 330 | 597 | 68 | 486 | 1908 |

APPENDIX D

Occupational Information Available At

NASSAU COUNTY VOCATIONAL CENTER FOR WOMEN
33 Willis Avenue
Mineola, New York 11501
PIoneer 2-3939

gene H. Nickerson
unty Executive

Mary T. Eggint
Director

Careers, occupations and training available in the areas of:

The arts; business, industry and general services; teaching and allied occupations; health and social services.

Resources for information on:

Education and Training - Basic education; career orientation workshops; college equivalency programs; local colleges information (6 institutions); special college programs for adults; financial assistance; guidance and testing facilities (local and state wide); high school equivalency; home study; occupational training; Federal Manpower Development and Training; on job training; reading improvement.

Employment Opportunities - Civil Service, County, State and Federal; continuing employment opportunities, full and part time; specific employment opportunities (limited); opportunities for voluntary work; commercial employment agencies; New York State Employment Service; labor market information.

Women in General

Bibliographies
Collection of recent books and periodicals on special womens problems
Government material on women
U.S.Dept. of Labor - Women's Bureau
N.Y.State Dept. of Commerce - Woman's Program
N.Y.State - Women's Unit

Experienced counselors available by appointment and free of charge to assist you explore this extensive information and make decisions

about

WHERE DO YOU GO FROM HERE?

APPENDIX E

## SPEAKING ENGAGEMENTS AND PUBLIC PROGRAMS

| | |
|---|---|
| Jan. 9 | Nassau County Homemakers Council<br>Inter-Community Chapter, Malverne |
| Jan. 10 | Levittown Memorial High School Panel<br>"Back to Work Workshop" |
| Jan. 16 | Cherrywood School, P.T.A., Wantagh Panel<br>"World of Work for Women" |
| Feb. 7 | Great Neck luncheon meeting of the Harbor<br>Chapter of Women's American O.R.T. - discussion<br>Opportunities for part-time employment of mature women |
| Feb. 13 | Seaman Neck School of Seaford, P.T.A. Panel<br>"World of Work for Women" |
| Feb. 14 | Sisterhood of Bellmore Jewish Center<br>Education and Employment of Women in Nassau County |
| Feb. 15 | Uniondale Public Library<br>"World of Work for Women" |
| Feb. 26 | Westbury Adult Education Program - Panel<br>"Back to Work Workshop for Mature Women" |
| Feb. 28 | O.R.T. North Hills Chapter, Manhasset Hills |
| Mar. 4 | "New Careers for Women", Shelter Rock Jr. H.S.<br>Herricks |
| Mar. 7 | Freeport Adult Education "Women Wanted Workshop" |
| Mar. 7 | Roslyn-Mayfair O.R.T. |
| Mar. 7 | Nassau County Homemakers Council<br>Williston Park Chapter |
| Mar. 11 | "Back to Work Workshop for Women"<br>Bethpage Public School Adult Education |
| Mar. 20 | Franklin Square Rotary Club |
| Mar. 20 | Manhasset-Port Washington O.R.T. |
| Mar. 20 | "Back to Work Workshop" Levittown Memorial High School |

| | |
|---|---|
| Mar. 21 | "World of Work" Port Washington Adult Education |
| Mar. 26 | L.I.A. Breakfast, Syosset |
| Mar. 26 | "Career Horizons" Westbury Campus |
| Mar. 27 | Nassau Community College Vocational Advisory Seminar |
| Mar. 28 | B'nai B'rith Bay Chapter, Great Neck |
| April 1 | Hofstra Conference Association of Women Students |
| April 2 | Women's Auxiliary Nassau-Suffolk Dental Society |
| April 22 | Five Towns Community Council |
| April 27 | Educational Expo '68 Macy's Roosevelt Field |
| April 29 | Educational Expo '68 Macy's Huntington |
| May 9 | "Back to College Day", L.I. University |
| May 9 | "Gateway to Careers" State University of New York at Farmingdale |
| May 22 | "Employment Opportunities Workshop State University of New York at Farmingdale |
| June 25 | Nassau County CAMPS |
| July 8 | Outreach Counseling Uniondale School "Head Start" |
| July 26 | Outreach Counseling Uniondale School "Heat Start" mothers |
| July 31 | Kiwanis Club, Levittown |
| Aug. 15 | Outreach Counseling - Economic Opportunity Commission |
| Aug. 21 | Bureau of Career Planning OAS - Career Conference |
| Sept. 10 | Central Nassau Civic Association of Valley Stream |
| Sept. 12 | B.P.W. - Garden City |
| Sept. 19 | "Back to Workshop", Levittown Adult Education |
| Sept. 19 | CFMA meeting, Roslyn |

| | |
|---|---|
| Sept. 25 | Women's Unit Conference at Lake Monhonk |
| Oct. 7 | Maria Regina Rosary Society, Seaford |
| Oct. 8 | BPW Club, Garden City |
| Oct. 16 | "Career Day" Macy's Roosevelt Field |
| Oct. 21 | "Back to Work Workshop", Westbury High School Adult Education |
| Oct. 24 | "Careers for Women", Herricks Adult Education System |
| Oct. 30 | State Education Department Conference on Continuing Education, Planting Fields, Oyster Bay |
| Nov. 6 | Nassau County Homemaker Council, Bethpage Chapter |
| Nov. 8 | Manpower Development & Training Commencement |
| Nov. 13 | Nassau County Extension Service "Workshop" |
| Nov. 14 | Nassau County Extension Service "Workshop" |
| Nov. 14 | "World of Work for Women", Port Washington Adult Education |
| Nov. 26 | Hofstra's "Career Horisons Workshop" |
| Nov. 27 | Lynbrook North Jr. High School P.T.A. |
| Dec. 16 | "Gateway to Careers" State University of New York at Farmingdale. |

ERIC Clearinghouse
MAR 27 1969
on Adult Education